

Vermont State Retirement System
Changes to the Group F Plan Effective July 1, 2008

IMPORTANT NOTE:

Except for the changes noted below, **ALL of the Group F plan benefits for members hired before July 1, 2008 also apply to those member hired after July 1, 2008.**

If you are a group F member whose membership in the system began on or after July 1, 2008, the following provisions apply to you:

Normal Retirement Date

- Attainment of 65 years of age OR a combination of age and service credit that equals 87

Maximum Pension Benefit

- Your benefit may not exceed 60% of your Average Final Compensation at retirement. It will take approximately 36 years to reach 60%, using the current multiplier.

Early Retirement Reduction

- If you elect to draw your pension before you reach the Normal Retirement Date (NRD), a reduction will be applied to your accrued benefit based on your years of service at retirement, calculated in accordance with the following chart:

<u>Years of Service at Retirement</u>	<u>Monthly % Reduction from NRD</u>
35+	1/8 th of 1%
30-34	1/4 th of 1%
25-29	1/3 rd of 1%
20-24	5/12 th of 1%
< 20	5/9 th of 1%

Health Insurance in Retirement

- You may continue health insurance coverage into retirement. The amount the State pays toward your medical coverage is based on your years of service at retirement, as reflected in the chart below:

5-9 yrs	Buy-in
10-14 yrs	40% State pays
15-20 yrs	60% State pays
20+	80% State pays

- With twenty years of service, you will have the ability to recapture (access) subsidized health insurance at 80% upon initiation of retirement benefits in a manner comparable to regular retirements, even if you terminated prior to your early retirement date.